Are These 5 Workforce Planning Challenges Costing You?

Discover What High-Performing Companies Do Differently.



Challenge #1: Poor Visibility into Workforce Needs

You Can't Plan What You Can't See.



Why It Hurts:

accurately identify current or future skills gaps. Without clear insight, workforce

decisions are reactive and often wrong.

65% of HR leaders say they can't

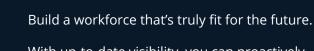


Use real-time dashboards to map current skills,

What Smart Companies Do:

spot capability gaps, and forecast future needs based on strategic goals.





The Result:

With up-to-date visibility, you can proactively address gaps, reduce last-minute hiring, and

ensure your people strategy supports business growth.

Challenge #2: Disconnected HR and Finance Planning When Teams Don't Plan Together, Strategy Suffers.

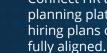


slowing strategy execution.

Why It Hurts:

The Result:

Challenge #3: Relying on Spread-sheets to Run Your Workforce



Connect HR and Finance in one integrated planning platform to build headcount, cost, and hiring plans collaboratively - in real time and

What Smart Companies Do:



financial strategy. Shared data and workflows lead to better-in-

formed decisions, faster hiring approvals, and fewer last-minute budget surprises.

Manual Planning Slows You Down And Opens You Up To Risk.



weeks-long update cycles.

Why It Hurts:

58% of companies still rely on spreadsheets,

leading to errors, version issues, and



update data instantly.

What Smart Companies Do:

Automate workforce planning with collaborative

tools that reduce admin, ensure accuracy, and

The Result:

Spend less time managing data and more time

With automation, your team gains speed, confidence, and the ability to act in real time, without chasing down the latest spreadsheet

making decisions.

version.



What Smart Companies Do:

Connect workforce plans to financial forecasts so every hire, role change, or delay shows its

to overspending or delays. true budget impact.



Gain complete control over labour costs.

Why It Hurts:

and budget goals.

Understand the financial impact of every decision in real time, avoid overspending, and ensure hiring stays aligned with business

Labour makes up 70% of costs, but most hiring

plans aren't linked to financial models, leading

When change hits, most teams scramble instead of responding.



Why It Hurts: **What Smart Companies Do:** Run agile scenario plans to test the impact of Only 1 in 5 companies can model "what-if" workforce scenarios, making them slow to restructures, hiring freezes, location shifts, or remote work, before they happen. react to change.

Challenge #5: No Way to Plan for What's Coming Next



disruptions, test ideas safely, and respond with confidence, no matter what tomorrow brings.

Scenario modelling helps you prepare for

The Result:

Stay one step ahead of change.

Tools from the Past Spreadsheets and silos won't cut it anymore. It's time to evolve with a connected, agile workforce planning solution that brings HR and Finance together.

Take Control of Your Workforce Future

You Can't Plan the Future with

Explore Decision Inc.'s unique

approach to workforce planning.

Explore Now

